### DOCUMENT RESUME

ED 045 608 SP 004 554

TITLE Differentiated Staffing. Bibliographies in

Education, No. 15.

INSTITUTION Canadian Teachers' Federation, Ottawa (Ontario).

PUE DATE Dec 70 NOTE 12p.

EDRS PRICE EDRS Price MF-\$0.25 HC-\$0.75

DESCRIPTORS \*Bibliographies, \*Differentiated Staffs,

Instructional Staff

#### ABSTRACT

This bibliography and Fibliography No. 16 (forthcoming) are companion bibliographies on staff specialization and utilization in schools. This bibliography is concerned principally with professional staff. It contains 113 citations subsumed under three headings: 1) bcoks, papers, and pamphlets; 2) journal articles and excerpts from books; 3) theses. Publication dates range from 1965 to 1970. Sources consulted in preparing the bibliography include Canadian Education Index, Education Index, Current Index to Journals in Education, Cumulative Book Index, Research in Education, Education Studies in Canadian Universities, Directory of Education Studies in Canada, and Research Studies in Education. (Author/RT)



# BIBLIOGRAPHIES IN EDUCATION

No .15

U.S. OEPARTMENT OF HEALTH. EDUCATION

& WELFARE
OFFICE OF EDUCATION
THIS OOCUMENT HAS BEEN REPRODUCED
EXACTLY AS RECEIVED FROM THE PERSON OR
ORGANIZATION ORIGINATING IT. POINTS OF
VIEW OR OPINIONS STATEO OO NOT NECES
SARILY REPRESENT OFFICIAL OFFICE OF EOUCATION POSITION OR POLICY

# DIFFERENTIATED STAFFING

December 1970



CANADIAN TEACHERS' FEDERATION
320 QUEEN STREET, OTTAWA 4, ONTARIO

75870 ERIC

#### DIFFERENTIATED STAFFING

This bibliography and Bibliography No. 16 (forthcoming) are companion bibliographies on staff specialization and utilization in schools. This bibliography is concerned principally with professional staff, but general treatments of staffing dealing with both professionals and paraprofessionals are included here. Bibliography No. 16 will deal strictly with paraprofessional school personnel. While overlap cannot be avoided, neither bibliography duplicates the content of the other.

Sources consulted in preparing this bibliography include the Canadian Education Index (CCRE), the Education Index (Wilson's), the Current Index to Journals in Education (CCM), the Cumulative Book Index (Wilson's), Research in Education (ERIC), Education Studies in Canadian Universities (CEA), Directory of Education Studies in Canada (CEA) and Research Studies in Education (Phi Delta Kappa). The period covered is approximately five years.

Abstracts of material with an ED number may be found in <u>Research</u> in <u>Education</u>. If marked "Available ERIC," hard copy or microfiche copies may be purchased through the Education Document Reproduction Service of the ERIC system.

Material available from the CTF Library is asterisked.

### CONTENTS

Books, Papers and Pamphlets	3
Articles and Excerpts from Books	7
Theses	12



## A. Books, Papers and Pamphlets

- 1. Allen, Dwight W. A Differentiated Staff: Putting Teaching

  Talent to Work. The Teacher and His Staff, Occasional
  Papers No. 1. Washington: NEA, NCTEPS, 1967. 12 p.
- Association of Classroom Teachers. <u>Classroom Teachers Speak on Differentiated Teaching Assignments</u>. Washington: NEA, 1969. 32 p.
- 3. Barbee, Don. <u>Differentiated Staffing: Expectations and Pitfalls</u>.

  TEPS Write-in Papers on Flexible Staffing Patterns No. 1.

  Washington: NEA, NCTEPS, 1970. Available ERIC, microfiche only. ED 028 996.
- 4. Bell, T. H. A Proposed Framework for Developing a New Instructional System. Salt Lake City: Utah State Board of Education, July 1967. 23 p.
- 5. Bhaerman, Robert D. (comp.). AFT QUEST Report on Differentiated Staffing. Washington: American Federation of Teachers, 1969. 24 p. Available ERIC. ED 033 914.
- 6. Needed: A Conceptual Framework for Collective

  Bargaining in Education. AFT QUEST Paper No. 9.

  Washington: AFT, 1969. 11 p. Available ERIC. ED 038 370.
- \*7. <u>Several Educators' Cure for the Common Cold,</u>

  Among Other Things, or One Unionist View of Staff

  Differentiation. Washington: American Federation of
  Teachers, 1969. 13 p. Available ERIC. ED 029 825.
- 8. Bowman, Garda W., and Gordon J. Klopf. <u>Training for New Careers</u>

  and Roles in the American School. New York: Bank Street

  College of Education, 1969. 18 p. Available ERIC

  ED 028 146.
- 9. Brigham, Bruce W. A Situational Model for Reading and Other

  Classroom Support Personnel. Paper presented to Maryland
  Reading Institute, Silver Spring, Maryland, October 1968.

  16 p. ED 039 096. Not Available ERIC.
- \*10. Clarke, S. C. T. <u>The Preparation of Instructional Personnel,</u>
  <u>Nursery to Grade 12, to 1999</u>. Edmonton: Commission on
  Educational Planning, 1970. 33 p.
- 11. Cooperative Program in Educational Personnel Reorganization,

  <u>Utilization and Continuing Education</u>. A Prospectus.

  Niskayuna, New York: Niskayuna Public Schools, Office of Res., and Niskayuna Teachers Association, 1969.

  14 p. Available ERIC. ED 032 275.



- 12. Crenshaw, Joseph W., and others. Florida Flexible Staff
  Organization Feasibility Study. Interim Report. Tallahassee:
  Florida State Department of Education, Division of Curriculum and Instruction, 1969. 73 p. Available ERIC. ED
  033 086.
- \*13. <u>Differentiated Staffing in Schools</u>. Education U.S.A. Special Report. Washington: National School Public Relations Association, 1970. 48 p.
- 14. Earl, S. A. <u>Differentiated Staffing</u>. Paper delivered at Western Canada Administrators' Conference, Banff, Alberta, October 10, 1969. 29 p. Available ERIC. ED 036 885.
- 15. Edelfelt, Roy A. A Possible Dream: A New Education and New Models of Teacher. The Year of the Non-Conference.

  Emphasis: The Teacher and His Staff, Working Paper 2.

  Washington: NEA, NCTEPS, 1968. 11 p. Available ERIC, microfiche only. ED 030 615.
- 16. English, Fenwick. Et Tu, Educator, Differentiated Staffing?

  Rationale and Model for a Differentiated Teaching Staff.

  TEPS Write-in Papers on Flexible Staffing Patterns No. 4.

  Washington: NEA, NCTEPS, 1970. Available ERIC, microfilm only. ED 033 896.
- 17. An EPDA Project to Prepare Graduate Teachers and Undergraduate

  Indian Teacher Aides to Educate American Indian Children.

  A Proposal. Havre, Montana: North Montana College, 1969.

  18 p. Available ERIC. ED 032 279.
- 18. Florida State Department of Education, Division of Curriculum and Instruction. Flexible Staff Organization Feasibility Study. Interim Report. Tallahassee: the Department, February 1969. 40 p.
- \*19. Haberman, Martin. The Essence of Teaching: a Basis for

  <u>Differentiating Roles</u>. TEPS Write-in Papers on Flexible
  Staffing Patterns No. 5. Washington: NEA, NCTEPS, 1970.

  11 p.
- \*20. Haberman, Martin, and Blanche Persky (eds.). <u>Preliminary</u>
  Report of The AD HOC Joint Committee on the Preparation
  of Nursery and Kindergarten Teachers. Washington: NEA,
  NCTEPS, 1969. 33 p. Available ERIC, microfiche only.
  ED 032 924.
- 21. Jordan, Daniel C. Report on the Task Force Meeting on Task

  Analysis and Role Definition. (Indiana State University,
  October 1967). Terre Haute: Indiana State University,
  1967. 18 p. Available ERIC. ED 027 252.



- \*22. Joyce, Bruce R. The Teacher and His Staff: Man, Media and Machines. Washington: NEA, NCTEPS and Center for Study of Instruction, 1967. 28 p.
- 23. Klopf, Gordon J., and others. <u>A Learning Team: Teacher and Auxiliary</u>. New York: Bank Street College of Education, 1969. 175 p. Available ERIC. ED 031 438.
- 24. Lierheimer, Alvin P. An Anchor to Windward: A Framework of

  State Certification to Accommodate Current Developments in

  Differentiating Staff Roles. TEPS Write-in Papers on
  Flexible Staffing Patterns No. 2. Washington: NEA, NCTEPS,
  1970.
- \*25. Lynch, Patrick, and H. W. Handy. <u>Differentiated Staffing in Education</u>. Washington: Educational Service Bureau, Inc., 1970. 95 p.
- \*26. Macdonald, John. <u>The Discernible Teacher</u>. Ottawa: Canadian Teachers' Federation, 1970. 89 p.
- 27. McKenna, Bernard H. School Staffing Patterns and Pupil Interpersonal Behavior: Implications for Teacher Education. Burlingame: California Teachers Association, 1967. 27 p.
- \*28.

  A Selected Annotated Bibliography on Differentiated

  Staffing. Washington: NEA, NCTEPS and ERIC Clearinghouse
  on Teacher Education, 1969. 15 p. Available ERIC.

  ED 033 898.
  - 29. <u>Staffing the Schools</u>: How many professionals are needed? How should they be deployed? What should be their characteristics? New York: Teachers' College Press, Columbia University, 1965. 120 p.
  - 30. National Education Association, Department of Classroom Teachers.

    The Classroom Teacher Speaks on His Supportive Staff.

    Report of the Classroom Teachers National Study Conference on the Classroom Teacher and His Supportive Staff (November 25-26, 1966). Washington: NEA, 1967. 37 p. Available ERIC, microfiche only. ED 029 805.
  - 31. National Education Association, National Commission on Teacher Education and Professional Standards. A Position Paper on the Concept of Differentiated Staffing. Washington: the Commission, 1969. 7 p. Available ERIC, microfiche only. ED 033 882.



- 32. National Education Association, National Commission on Teacher Education and Professional Standards. The Real World of the Beginning Teacher. Report of the 1965 National TEPS Conference. Washington: the Commission, 1966. 90 p.
- \*33. National Education Association, National Commission on Teacher
  Education and Professional Standards. Remaking the World
  of the Career Teacher. Report of the 1965-66 Regional
  TEPS Conferences. Washington: the Commission, 1966.
  228 p.
  - 34. National Education Association, National Commission on Teacher Education and Professional Standards. The Teacher and His Staff: Differentiating Teaching Roles. Report of the 1968 Regional TEPS Conferences. Washington, D.C.: the Commission, 1969. 120 p. Available ERIC, microfiche only. ED 030 595.
  - 35. Planz, Charles A., and R. Oliver Gibson. Perceived Equity
    and Its Relationship to Attrition Among Early Career Male
    Teachers. Paper presented to AERA annual meeting.
    Minneapolis, 1970. 27 p. Available ERIC. ED 040 949.
- 36. Provus, Malcolm, and others. Staffing for Better Schools (Under Title I, Elementary and Secondary Education Act of 1965).

  Washington: U.S. Government Printing Office, 1967. 47 p.

  Available ERIC, microfiche only. ED 034 717.
- \*37. Robinson, Norman. The Okanagan Staff Utilization Project.

  Report No. 2 of the Educational Research Institute of British Columbia. Burnaby, British Columbia: Simon Fraser University, 1968. 45 p.
  - 38. Ross, Marlene (comp.). Preparing School Personnel for

    Differentiated Staffing Patterns; A Guide to Selected

    Documents in the ERIC collection, 1966-1968. Washington:

    ERIC Clearinghouse on Teacher Education, 1969. 74 p.

    Available ERIC. ED 028 155.
  - 39. Ryan, Kevin A. A Plan for a New Type of Professional Training for A New Type of Teaching Staff. The Teacher and His Staff, Occasional Papers No. 2. Washington: NEA, NCTEPS, 1968. 11 p.
- 40. Selden, David, and Robert D. Bhaerman. <u>Instructional Technology</u>
  <u>and the Teaching Profession</u>. AFT QUEST paper no. 6.
  Washington: American Federation of Teachers, 1969. 15 p.
  Available ERIC. ED 032 238.



- 41. Sharpe, Donald M. Studying Teacher Classroom Behaviour to

  Determine How Paraprofessionals Can Help in the Classroom.

  TEPS Write-in Papers on Flexible Staffing Patterns No. 3.

  Washington: NEA, NCTEPS, 1970. Available ERIC, microfiche only. ED 033 897.
- 42. Smith, E. Brooks. A Model Professions Development Program for Elementary School Personnel (A Planning Draft for Discussion Purposes). Detroit: Wayne State University, College of Education, 1968. 30 p. Available ERIC. ED 023 623.
- \*43. Temple City Unified School District. New Careers in Teaching:

  Differentiated Staffing. Temple City, California: the
  District, 1969. 9 p. Available ERIC. ED 029 853.

# B. Articles and Excerpts From Books

- 1. ACT Viewpoints. Today's Ed 58:60-1 Mr'69.
- Allen, Dwight W. Differentiated staff; putting teaching talent to work. <u>Ky Sch J</u> 47:21-3 F'69.
- \*3. A differentiated teaching staff. N Y State Ed 57:16-9 D'69.
- 4. Allen, Dwight W., and L. W. Kline. Differentiated teaching staff. Nat Bsns Ed Q 37:25-9 My'69.
- Arnold, Joseph P. Applying differentiated staffing to vocational-technical education. J Ind Teach Ed 7:13-20 Fall'69.
- \*6. Bahr, Jerome. Non-professional teachers enliven the subject matter. <u>Clearing House</u> 43:494-6 Ap'69.
  - 7. Barber, Beulah M. Teacher corps at Harrison School. <u>Col Ed Rec</u> (Univ Wash) 36:37-9 Mr'70.
  - Beaubier, Edward W., and Donald Hair. Experiences with differentiated staffing. <u>Today's Ed</u> 58:56-8 Mr'69.
  - 9. Bhaerman, Robert. Education's new dualisms. Changing Ed 4:3-7 F'69.
- \*10. Burnham, Brian. Developing human resources. Orbit 1:9-12
  Ap'70.



- \*11. Canfield, James. The high cost of non-teaching assignments.

  <u>Clearing House</u> 44:296-9 Ja'70.
- \*12. Coleman, Peter. Whatever happened to merit pay? . . . a new approach. BC Sch Trust 26:20-3 no. 1'70.
- \*13. Connors, Joy. Building a career ladder. Am Ed 5:15-7 F'69.
- \*14. Conte, Joseph M., and Fenwick English. The impact of technology on staff differentiation. AV Instr 14:108 My'69.
- 15. Corwin, Ronald G. Enhancing teaching as a career. <u>Today's Ed</u> 58:55 Mr'69.
- 16. Denemark, George W. Coordinating the team, pp. 61-70 in

  The Supervisor: New Demands + New Dimensions. Washington:
  NEA, ASCD, 1967.
- \*17. \_\_\_\_\_\_. Teacher and his staff. NEA J 55:17-9+ D'66.
- \*18. Dettre, John R. Specialization: how will it affect the teacher?

  <u>Clearing House</u> 41:353-6 F'67.
- 19. Differentiated staffing. Nations Sch 85:43-9 Je'70.
- \*20. Edelfelt, Roy A. Differentiated staffing: is it worth the risk?

  N\_Y State\_Ed 57:22-5 Mr'70. Same Pa Sch J 118:103-4 D'69.
- 21. Remaking the education profession. (Editorial).

  NEA Reporter N 8'68 p. 2.
- 22. \_\_\_\_\_. Staffing for the changing pattern of organization for instruction and learning. Va J Ed 62:15-7 S'68.
- \*23. \_\_\_\_\_\_. Teacher and his staff. NY State Ed 55:16-9 0'67.

  Also NJEA Review 40:15, 32-4 F'67.
- \*24. \_\_\_\_\_. Teacher and his staff; an NEA report. Can Sch J 46:25-8 J1-A'68.
- \*25. Egnatoff, J. G. Differentiated staffing. Sch Trust 23:3-5 Ap'70.
  - 26. Eldredge, George F. The new school day -- a search for more individualization in learning. <u>Independ Sch Bul</u> 28:37-8 My'69.
  - 27. English, Fenwick. The differentiated staff: education's technostructure. <u>Ed Technol</u> 10:24-7 F'70.



- 28. English, Fenwick. Questions and answers on differentiated staffing. Today's Ed 58:53-4 Mr'69.
- \*29. \_\_\_\_\_. Teacher may I? take three giant steps! the differentiated staff. Phi Delta Kappan 51:211-4 D'69.
- \*30. Firester, Lee, and Joan Firester. Differentiated staffing: some reflections. N Y State Ed 57:27-8 Mr'70.
  - 31. Frinks, Marshall. Toward more effective school personnel utilization. Ed <u>Technol</u> 10:73-4 F'70.
- 32. Gross, Robert, and Robert J. Watt. Staff involvement and structural change. J Sec Ed 44:112-5 Mr'69.
- 33. Hair, Donald, and E. Wolkey. Differentiated staffing and salary pattern underway in Kansas City. Sch & Com 55:8-14 Ap'(9.
- \*34. Harris, Jerome W. Salary differentiation is a must. Sch Mgt 13:6 Je'69.
  - 35. Haynes, Bernice M. Madrona Elementary School and the teacher corps. Col Ed Rec (Univ Wash) 36:42-6 Mr'70.
  - 36. Hedges, W. D. Differentiated teaching responsibilities in the elementary school. Nat El Prin 47:48-54 S'67.
- \*37. Hunter, Frank W. Staffing for variability. <u>Ed Lead</u> 24: 501-4 Mr'67.
- \*38. Jones, Rolland W., and William Prunkl. Teachers are different too! Arbos 7:8-12, 31 S-0'70.
- \*39. Joyce, B. R. Staff utilization. <u>R Ed Res</u> 37:323-36 Je'67.
- \*40. Krumbein, Gerald. How to tell exactly what differentiated staffing will cost your district. Am Sch Bd J 157:19-24 My'70.
  - 41. Lawson, T. O. Assignment of non-teaching tasks to certificated and to non-certificated personnel in junior high schools.

    J Sec Ed 42:210-6 My'67.
  - 42. Lierheimer, Alvin P. Cast off the bowline! Today's Ed 58:62
    Mr'69.
- \*43. Lown, Donald E. Proceed with deliberation on differentiated staffing. N Y State Ed 57:24-6 Mr'70.



- \*44. MacKenzie, D. B. A new approach to staff utilization; why should teachers waste their time on non-professional tasks? <u>BC</u> Teach 47:7-9 S-0'67.
- \*45. Mahdesian, Zaven. But what's so bad about the old lockstep pay schedules that treat everybody alike? a traditionalist gets a word in. Am Sch Bd J 157:24 My'70.
- \*46. Manson, G. Gordon. More patches for the old inner tube. Ed Review 84:113-8 My'70.
- 47. McKenna, B. H. Patterns of school staffing. CTA J 64:34-6+ Mr'68.
- 48. Montag, Betty Jo. Creativity or mediocrity? the principal sets the climate. J Sec Ed 44:65-8 F'69.
- \*49. Nystrand, R. O., and F. Bertolaet. Strategies for allocating human and material resources. R\_Ed Res 37:448-68 0'67.
- 50. Olson, Charles E. The way it looks to a classroom teacher.  $\underline{\text{Today's }}\underline{\text{Ed}}$  58:59 Mr'69.
- 51. Rand, M. John. Case for differentiated staffing. CTA J 65:29-33 Mr'69.
- \*52. Rand, M. John, and Fenwick English. Towards a differentiated teaching staff. Phi Delta Kappan 49:264-8 Ja'68.
  - 53. Roberts, Robert D. Perceptions of actual and desired role functions of school psychologists by psychologists and teachers. <u>Psychol Sch</u> 7:175-8 Ap'70.
- \*54. Robinson, N. Making effective use of professional talent in education. lrincipals' J 10:10-22 N'69.
- \*55. Roebuck, T. S. How school system planned its master teacher program as in-service training aid. Sch Prog 35:67-8 Ja'66.
- \*56. The role of the intern. (Chapter 3 of "A Report on the NASSP Administrative Internships Project.") NASSP Bul 53:19-28 Ja'69.
- 57. Roush, Donald C. Educating teachers through differentiated roles, in <u>The Teacher and His Staff</u>: Report of the 1968 Regional TEPS Conferences. Washington: NCTEPS, 1969.
- 58. Schaefer, C. J. Differentiated staffing: an approach leading nowhere. <u>Ind Arts & Voc Ed</u> 59:sup TE 10-1 Ja'70.



- 59. Sharpes, Donald K. Differentiating teachers and the selffulfilling hypothesis. <u>Calif J for Instructional</u> Improvement 12:253-7 D'69.
- 60. Stadt, Ronald W., and Larry Kenneke. Bewildering educational enterprise. J Ind Arts Ed 29:21-3 Ja-F'70.
- \*61 Stiles, Lindley J. Certification and preparation of educational personnel in Massachusetts. Phi Delta Kappan 50:477-80 Ap'69.
  - 62. Storm, George. Differentiated staffing -- a new approach to classification and assignment. <u>Tech Ed</u> pp. TE 6, TE 10 Ja'70.
- 63. Teachers' opinions on internships for teachers and principals.  $\underline{\text{NEA}}$  Res  $\underline{\text{Bul}}$  47:108-9 D'69.
- \*64. Wallington, J., and others. Toward solving the media manpower puzzle; professional and nonprofessional personnel. AV
  Instr 14:36-7 Ja'69.
- 65. Weisse, E. B. Teacher competition: agent for educational change. <u>Ed Forum</u> 34:247-50 Ja'70.
- 66. Weissmann, Rozanne. A new way of organizing schools. Maine Teach 29:26-8 Mr'69.
- 67. Staff differentiation: answer to merit pay debate?

  CTA J 65:40-5 Ja'69. Also in Wis J Ed 101:11-3+ Ja'69;

  Ohio Sch 47:11-4+ F 14'69; Ariz Teach 57:12-3+ Mr'69;

  Va J Ed 62:17-20 Mr'69.
- 68. Young, James H., and others. The role of the college supervisor of student teaching: a position paper. Superv Q 5:33-40 Winter'69-70.



# C. Theses

- 1. Boyles, Marion P. A Comparative Study of Pupil Achievement and Adjustment Using Instructional Team Composed of Teacher, Teacher Assistants, and Teacher Aides. Doctoral thesis, University of Georgia, 1967.
- Sharpes, Donald K. Differentiated Teaching Personnel: A
   Model for the Secondary School. Doctoral thesis, Arizona
   State University, 1969. 144 p. Available ERIC. ED 035 614.

